

COVERSHEET
EIA Program Report for Fiscal Year 2005-06
And
Budget Request for Fiscal Year 2006-07

**Completed Program Report/Budget Request Not To Exceed Eight Pages and Must Be In
At Least Ten-Point Type**

15 Copies and One Electronic File Are Requested by October 1, 2005

EIA PROGRAM NAME: CERRA – South Carolina (formerly SCCTR)

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Signature:

Date:

September 29, 2005

FY 2005-06 EIA Program Report

EIA Program Name: CERRA – South Carolina

The purpose of this report is to determine the effectiveness of the program in meeting its objectives during the prior fiscal year. The report also requests information on the objectives of the program during the current fiscal year. Please answer the following questions and provide quantifiable results when available.

Effectiveness Measures: (See attached definition of terms and directions)

1. What were the objectives of this program during Fiscal Year 2004-05? (Sentence Case)
2. Were the Fiscal Year 2004-05 objectives met? Please provide specific, quantifiable data and explanations. (CAPS)

MORE DETAILED INFORMATION REGARDING CERRA'S WORK IS INCLUDED IN THE FULL ANNUAL REPORT, AVAILABLE UPON REQUEST.

- a. Add 150 Teaching Fellows to replace the second graduating class of Fellows and achieve 100% placement of graduating Fellows. DUE TO THE SUCCESS AND DEMANDS OF THE FELLOWS PROGRAM, CERRA WAS ABLE TO AWARD FELLOWSHIPS TO 175 APPLICANTS TO ENTER ONE OF 11 TEACHING FELLOWS INSTITUTIONS IN THE FALL OF 2005. (OVER A FOUR-YEAR PERIOD, THE GENERAL ASSEMBLY PROVIDED FUNDS FOR A TOTAL OF 700 TEACHING FELLOWSHIPS; THIS AVERAGES OUT TO 175 AWARDS FOR EACH OF THE FOUR COHORTS.)

DATA FOR FELLOWS WHO HAVE COMPLETED FOURS YEARS OF FUNDING:

COHORT #1: 156 INITIAL AWARDS; 111 (71%) COMPLETED FOUR YEARS OF RECEIVING FUNDS; OF THAT 111, 87 ARE CURRENTLY TEACHING (78%)

COHORT #2: 150 INITIAL AWARDS; 119 (79%) COMPLETED FOUR YEARS OF RECEIVING FUNDS; OF THAT 119, 75 ARE CURRENTLY TEACHING (63%);

NOTE: OF THE REMAINING 44 FELLOWS NOT CURRENTLY TEACHING, 27 ARE COMPLETING THE FIFTH YEAR OF THEIR REQUIRED FIVE-YEAR PROGRAM (AT USC OR FURMAN).

- b. Administer Supply and Demand Survey and produce comprehensive report, including number of teachers recruited from other fields by keeping detailed info on MAT programs, PACE program, Troops to Teachers program, and graduates being produced by SC teacher preparation programs. THE SUPPLY AND DEMAND SURVEY WAS ADMINISTERED WITH A 97% RESPONSE RATE. RESULTS WERE USED BY THE STATE DEPARTMENT, IN ADDITION TO OTHER DATA, TO DETERMINE CRITICAL NEEDS SUBJECT AREAS.
- c. Increase participation and number of hires resulting from SC EXPO by at least 10%. IN JUNE OF 2004, ~930 APPLICANTS PARTICIPATED IN EXPO, ALONG WITH 54 SCHOOL DISTRICTS. IN JUNE OF 2005, THE NUMBER OF APPLICANTS INCREASED BY 35% TO 1,437 APPLICANTS AND 65 SCHOOL DISTRICTS (8% INCREASE). THIS REPRESENTS THE LARGEST APPLICANT NUMBERS IN THE 17-YEAR HISTORY OF THE EXPO. THE NUMBER OF APPLICANTS HIRED AS A RESULT OF EXPO WILL NOT BE AVAILABLE UNTIL THE CURRENT SUPPLY AND DEMAND SURVEY IS COMPLETED IN LATE OCTOBER.
- d. Continue to expand use of online application and increase the overall effectiveness of information on CERRA Web site. THE USE OF THE ONLINE APPLICATION CONTINUES TO EXPAND. THE TEACHER VACANCY LIST WAS ACCESSED MORE THAN 10,200 TIMES

DURING 04-05 AND THE ONLINE APPLICATION WAS ACCESSED MORE THAN 47,000 TIMES. ALL 85 DISTRICTS USED THIS SERVICE (AT NO CHARGE TO DISTRICTS).

PLANS FOR WEB SITE RE-DESIGN WITH INTENSIVE MODIFICATION TO THE INTRANET SYSTEM WERE COMPLETED AND IMPLEMENTATION BEGAN IN LATE SPRING OF 2005.

- e. Track number of National Board candidates and number certified when scores announced – goal to maintain a 45-50% achievement rate, have ~4,000 NBCTs as of November 2004 and to recruit at least 1,200 new candidates annually. SOUTH CAROLINA ADDED 636 NBCTS TO TOTAL 3,866 AS OF NOVEMBER 2004. CERRA PROCESSED 1,162 FIRST-TIME APPLICANTS FOR THE SC NBC LOAN, AND ~1,800 ARE AWAITING SCORE RELEASE IN NOVEMBER 2005 (THIS INCLUDES AN ESTIMATED 600 RETAKE CANDIDATES).
 - f. Have 100% of all Teacher Cadet sites with college partner awarding college credit (6% increase), thus providing honors credit for Teacher Cadet Program and strengthening its attraction to potential candidates to enroll in course. THIS GOAL HAS BEEN ACCOMPLISHED. ALL COLLEGE PARTNERS OFFER COLLEGE CREDIT FOR THE TEACHER CADET COURSE. REQUIREMENTS FOR CREDIT TO BE AWARDED DIFFER FROM INSTITUTION TO INSTITUTION.
 - g. Increase participation in 04-05 Teacher Cadet course by operating 150 Cadet sites in 2004-2005 (an increase of 10% with 136 sites operating in 03-04). IN 04-05, CERRA INCREASED THE NUMBER OF TEACHER CADET SITES TO 143. ALTHOUGH THIS DID NOT REACH THE GOAL OF 150 SITES OPERATING THIS PAST YEAR, MORE INTENSIVE RECRUITMENT EFFORTS HAVE YIELDED 160 SITES CURRENTLY OPERATING IN 05-06 FOR A TOTAL OF 185 CLASSES ANTICIPATED TO BE COMPLETED BY THE END OF THE ACADEMIC YEAR.
 - h. Administer pre- and post-surveys to track effectiveness of programs as recruitment tools. SURVEYS CONTINUE TO BE REVISED AND ADMINISTERED WITH RESULTS PUBLISHED IN THE FULL ANNUAL REPORT. TO DATE, APPROXIMATELY 5,000 FORMER TEACHER CADETS HAVE BECOME CERTIFIED TO TEACH IN SOUTH CAROLINA. CERRA IS WORKING WITH THE STATE DEPARTMENT TO FURTHER ANALYZE THE CURRENT NUMBER TEACHING, AREA(S) OF CERTIFICATION, DISTRICT, ETC.
 - i. Target greatest needs areas and work with National Board liaisons to provide awareness and support for candidates and NBCTs. WITH ASSISTANCE FROM HEWLETT-PACKARD FUNDS, CERRA HAS FOCUSED ON MINORITY RECRUITMENT FOR NATIONAL BOARD CERTIFICATION. CURRENTLY SOUTH CAROLINA IS THIRD IN THE NATION IN THE NUMBER OF NBCTS, 2ND IN NUMBER OF NBCTS OF COLOR AND 2ND IN PERCENTAGE OF NBCTS. NOTE: SOME DATA SOURCES RANK SC FIRST IN NUMBER OF THE STATE'S TOTAL NBCTS OF COLOR AND IN PERCENTAGE OF NBCTS OVERALL.
3. **What are the objectives of this program in the current fiscal year, Fiscal Year 2005-06? Explain how, if any, the objectives have changed from the prior fiscal year and why. (Sentence Case; Underline is a change or addition.)**
4. **What measures or data will be used to assess the effectiveness of this program in meeting its objectives for the current fiscal year, Fiscal Year 2005-06? (CAPS)**
- a. Add ~~150~~ 175 Teaching Fellows to replace the fourth-year cohort of Fellows and achieve 100% placement of graduating Fellows. THE AWARDING OF 175 FELLOWSHIPS WILL MEET THIS OBJECTIVE.
 - b. Administer Supply and Demand Survey and produce comprehensive report, including number of teachers recruited from other fields by keeping detailed info on MAT programs, PACE program, Troops to Teachers program, and graduates being produced by SC

teacher preparation programs. THE COMPILED RESULTS AND ANALYSIS OF THE SURVEY WILL MEET THIS OBJECTIVE.

- c. ~~Increase~~ Maintain participation and number of hires resulting from SC EXPO. ~~by at least 10%.~~ DUE TO THE SIGNIFICANT INCREASE IN THIS GOAL (35% INCREASE IN APPLICANTS AND 8% INCREASE IN DISTRICTS PARTICIPATING) IN JUNE OF 2005, MAINTAINING THIS PARTICIPATION IS MORE REALISTIC. AT LEAST 125 TEACHERS WERE HIRED AS A RESULT OF THE 2004 EXPO; HOWEVER, CERRA SENDS THE LIST OF APPLICANTS TO DISTRICTS PRIOR TO THE EVENT. AS A RESULT OF THIS ADVANCE INFORMATION, A NUMBER OF DISTRICTS RECRUIT APPLICANTS PRIOR TO ATTENDING EXPO; THUS, THE NUMBER OF HIRES RESULTING FROM THIS SERVICE IS MOST LIKELY UNDER-REPRESENTED.
- d. Continue to expand use of online application and increase the overall effectiveness of information on CERRA Web site.

PHASE ONE OF CERRA'S WEB SITE RE-DESIGN WILL BE COMPLETED AS OF OCTOBER 2005 WITH INTENSIVE MODIFICATIONS TO THE INTRANET SYSTEM. CONTINUED EXPANSION WILL PROVIDE A BETTER SYSTEM OF TRACKING DATA. TRACKING USAGE WILL MEASURE EFFECTIVENESS.

- e. Track number of National Board candidates and number certified when scores announced – goal to ~~maintain~~ achieve a ~~40%~~ 45-50% achievement rate, have ~~~4,000~~ 4,500 NBCTs as of November ~~2004~~ 2005 and to recruit at least 1,200 new candidates annually. THE ADJUSTMENT IN ACHIEVEMENT RATE PERCENTAGE AND TOTAL CERTIFIED REFLECTS THE NATIONAL ACHIEVEMENT RATE. FINAL NUMBERS OF NEWLY-CERTIFIED TEACHERS AND APPLICANTS WILL MEASURE THIS OBJECTIVE.
- f. ~~Have~~ Maintain 100% of all Teacher Cadet sites with college partner awarding college credit ~~(6% increase)~~, thus providing honors credit for Teacher Cadet Program and strengthening its attraction to potential candidates to enroll in course. NUMBER OF COLLEGE PARTNERS OFFERING COLLEGE CREDIT WILL SERVE AS MEASURE OF THIS OBJECTIVE.
- g. Increase participation in ~~04-05~~ 06-07 Teacher Cadet course by operating ~~150~~ 170 Cadet sites in ~~2004-2005~~ 2006-2007 ~~(an increase of 10% with 136 sites operating in 03-04).~~ RECRUITMENT EFFORTS TO ACHIEVE THIS GOAL WILL NEED TO BE ACCOMPLISHED IN 05-06.
- h. Administer pre- and post-surveys to track effectiveness of programs as recruitment tools. SURVEYS WILL CONTINUE TO BE REVISED AND ADMINISTERED WITH RESULTS PUBLISHED IN THE FULL ANNUAL REPORT. NUMBERS OF CERTIFIED TEACHERS PARTICIPATING IN CERRA'S PROGRAMS AND SERVICES WILL BE UPDATED.
- i. Target greatest needs areas and work with National Board liaisons to provide awareness and support for candidates and NBCTs. STATISTICS ON APPLICANTS AND CERTIFIED TEACHERS WILL BE UPDATED. A CERRA STAFF MEMBER HAS BEEN TRAINED BY NBPTS STAFF TO SERVE AS A TRAINER FOR CANDIDATE SUPPORT PROVIDERS AND WILL OFFER THIS TRAINING TO SC DISTRICT LIAISONS AND NBCTS.
- j. Establish implementation and training plan for CERRA's role as outlined in Mentoring and Induction Guidelines (adopted by State Board of Education in July 2005). WITH 05-06 SERVING AS AN AWARENESS YEAR FOR DISTRICTS TO BECOME FAMILIAR WITH THE NEWLY-ADOPTED GUIDELINES, CERRA WILL CONTINUE TO FIELD TEST THE REQUIRED TRAINING, IN COLLABORATION WITH THE DIVISION OF EDUCATOR QUALITY AND LEADERSHIP. FULL IMPLEMENTATION OF THE GUIDELINES IS NOT REQUIRED BY DISTRICTS UNTIL FUNDING IS AVAILABLE.

5. **What measurable actions will be taken to assure that the program objectives of the current fiscal year, Fiscal Year 2005-06, will be met?** A master table outlining the above goals is in place as an internal document for CERRA. The table is updated at least once a month by the "Manager" of the goal. The table includes the following information:
- Objectives to achieve the overarching goal
 - Target dates for achieving objectives
 - Status/comments

Document available upon request.

ADDITIONAL HIGHLIGHTS FROM CERRA'S ANNUAL REPORT:

- Average SAT score for Teacher Cadets in 04-05 is 1075, higher than the SC average of 986 and the national average of 1028.
- Average SAT score of the cohort of Teaching Fellows who began their freshman year in the fall of 2004 is 1137. In addition, 67% of these Fellows are former Teacher Cadets.
- Based on an end-of-the-year survey, approximately 700 graduating Teacher Cadets plan to become teachers.
- 89% of Cadets indicated that the Teacher Cadet Program was helpful in assisting them in making career plans and 86% indicated that the program helped them formulate a positive perception of teaching.
- 3,266 educators using the SC Online Application indicated they are former Teacher Cadets and 228 are SC Teaching Fellows.

OTHER CERRA HIGHLIGHTS:

- Received one of two State Innovation Awards in the nation from the Education Commission of the States for efforts to improve teaching quality
- Completed transition plan of CERRA's Policy Board and restructured governing body as Board of Directors with representation from higher education, P12 administrators and teachers, state education organizations and agencies, and the business community
- Collaborated with the State Department of Education to co-author South Carolina's Mentoring and Induction Program Guidelines
- Selected as one of nine partners in implementing a five-year federal grant (awarded to USC Columbia) that will create a four-year conduit for community college students who desire to teach
- Trained more than 380 mentor teachers, district level staff members, and higher education faculty representing 47 school districts and seven institutions of higher education
- Conducted two Cognitive CoachingSM Foundation Seminars (eight-day trainings) while establishing cadre of certified trainers on CERRA's staff

FY 2005-06 EIA Budget Request

EIA Program Name: CERRA – South Carolina

Information provided below will be used by the EIA and Improvement Mechanisms Subcommittee in recommending funding levels for this EIA program in Fiscal Year 2005-06 and in any proviso changes.

- (1) FY 2005-06 Base Appropriation: \$5,404,014
- (2) FY 2006-07 Total Amount Requested: \$5,823,354

7.7% Increase Requested over FY2005-06 Base (increase of \$419,340)
NA % Decrease Requested over FY2005-06 Base

- (3) **Cost Estimates for Increase or Decrease in Funding for FY 2006-07**
Identify how the requested increase or decrease in funding was calculated. For example, inflationary increases, program expansions, program reductions, changes in program objectives, etc., impact budgets. Please be specific.

The increase includes a 3% salary increase for all employees, one full-time research position, \$3,240 increase for travel costs, an increase in the number of Teacher Cadet sites to be supported, grants to college partners to track (and recruit into education) Teacher Cadets at SC institutions, administrative expenses to track status of employed Fellows (teaching service and loan forgiveness), Web site development, continued mentoring support and services for greatest needs school districts.

- (4) **Detailed justification for increase, decrease or maintenance of funding**
Based upon the total budget request for Fiscal Year 2006-07, what would be the program objectives for this program? Explain how the proposed increase, decrease or maintenance of funding affects the current program objectives.

As reflected in the goals outlined above, the program objectives for the nine basic programs/services at CERRA (ProTeam, Teacher Cadet, College Partners, Teaching Fellows, EXPO/Job Bank, National Board Support, Mentoring, Target Recruitment, and Diversity Recruitment) are to improve their effectiveness, collect relevant data, provide more intensive support for the Teaching Fellows Program and to expand the opportunity for more participation.

Since FY01, the funding increases for the Fellows programs have been for flow-through funds for scholarship awards. The program has grown from 156 Fellows in year one to over 1,000 who are currently involved in the program as students or classroom teachers being tracked to have the scholarship funds forgiven by means of service. The program has produced more than 1,400 applications during the past two years for 325 awards. The summer enrichment experiences for each cohort need more oversight from CERRA to ensure the rigorous requirements for the program are met. The original proposal for the full implementation of the Fellows program included an assistant to the Director of the program to accommodate the additional responsibilities as the program matured.

CERRA has requested a full-time research position for the past two years. This position is necessary to provide CERRA with data-driven information to better assess the quality of CERRA's programs and to provide more state-level data in the area of teacher recruitment, retention, and advancement.

- (5) **Detailed Justification for any additional FTEs Requested.**
No FTEs are requested; however, additional funding is being requested for two additional grant positions (non-FTEs). With the exception of two FTEs awarded to CERRA in the first years of its existence, all other positions at CERRA are non-FTEs.

**FY 2006-07 EIA Budget Request
Continued**

(6) Please complete the following chart which will provide detailed budget and expenditure history.

Funding Sources	2003-04 Actual	2004-05 Actual	2005-06 Estimated	2006-07 Estimated
EIA	\$5,404,185	\$5,369,110	\$5,404,014	\$5,823,354
General Fund	\$167,216	\$100,000	\$141,579	\$141,579
Lottery	\$0	\$0	\$0	\$0
Fees	\$21,700	\$21,350	\$22,750	\$22,750
Other Sources	\$0	\$0	\$0	\$0
Grant	\$50,420	\$102,302	\$90,456	\$68,856
Contributions, Foundation	\$55,836	\$35,000	\$0	\$0
Other (Specify)				
TC Future Scholarship	\$4,000	\$4,418	\$4,000	\$4,000
Carry Forward from Prior Year				
TOTAL:	\$5,703,357	\$5,632,180	\$5,662,799	\$6,060,539

Expenditures - EIA	2003-04 Actual	2004-05 Actual	2005-06 Estimated	2006-07 Estimated
Personal Service	\$542,309	\$536,288	\$503,364	\$698,364
Supplies & Materials	\$221,220	\$162,131	\$200,995	\$200,995
Contractual Services	\$628,770	\$563,264	\$542,178	\$572,178
Equipment	\$87,247	\$9,724	\$20,031	\$20,031
Fixed Charges	\$86,130	\$89,759	\$84,130	\$82,530
Travel	\$122,654	\$110,352	\$128,526	\$131,766
Allocations to Districts/Schools	\$3,811,547	\$3,834,597	\$3,978,300	\$4,088,300
Employer Contributions	\$123,855	\$126,250	\$148,775	\$209,875
Other: Please explain – TC Scholarship	\$4,000	\$4,000	\$4,000	\$4,000
Returned Funds	\$80,870	\$141,816		
Carryover for Summer Fellows	\$0	\$52,500	\$52,500	\$52,500
Carry Forward to Prior Year	\$0	\$0	\$0	\$0
TOTAL:	\$5,708,602	\$5,630,681	\$5,662,799	\$6,060,539
# FTES	2	2	2	2

NOTE: The fact that CERRA created unique pre-collegiate recruitment programs (ProTeam and Teacher Cadet) enables our agency to offer training to educators from other states for a fee. Using fees we collect, SC teachers are contracted to revise the curriculum every three years, and they also serve as trainers. The funds we generate contribute to our being able to offer the training and curriculum at NO COST to SC districts. We also use the funds to pay for our facilities, curriculum development, and trainers. In 03-04, the amount was \$163,223, and in 04-05, the amount was \$88,847. In 05-06 we have \$65,000 and anticipate a carry forward of \$50,000 for 06-07.

**FY 2006-07 EIA Budget Request
Continued**

Proviso Changes: Please indicate any additions, deletions or amendments to existing provisos below:

- A. Proviso Number: 1A.23**
- B. Action (Indicate Amend, Delete, or Add):**
- C. Summary of Existing or New Proviso:**
- D. Explanation of Amendment to/or Deletion of Existing Proviso:**
- E. Justification (Why is this action necessary?):**
- F. Fiscal Impact (Include impact on all sources of funds -- state, federal, and other):**
- G. Submitted By (Include agency name submitting change, contact name and telephone number):**
- H. Text of New Proviso with Underline or Entire Existing Proviso Text with Strikeover and Underline:**